



2012



Conover Police Department

ANNUAL REPORT

IN RECOGNITION of Retired Police Officer



**Berlie Richard Starnes
January 1, 1932 - April 9, 2012
Police Officer 1968-1991**

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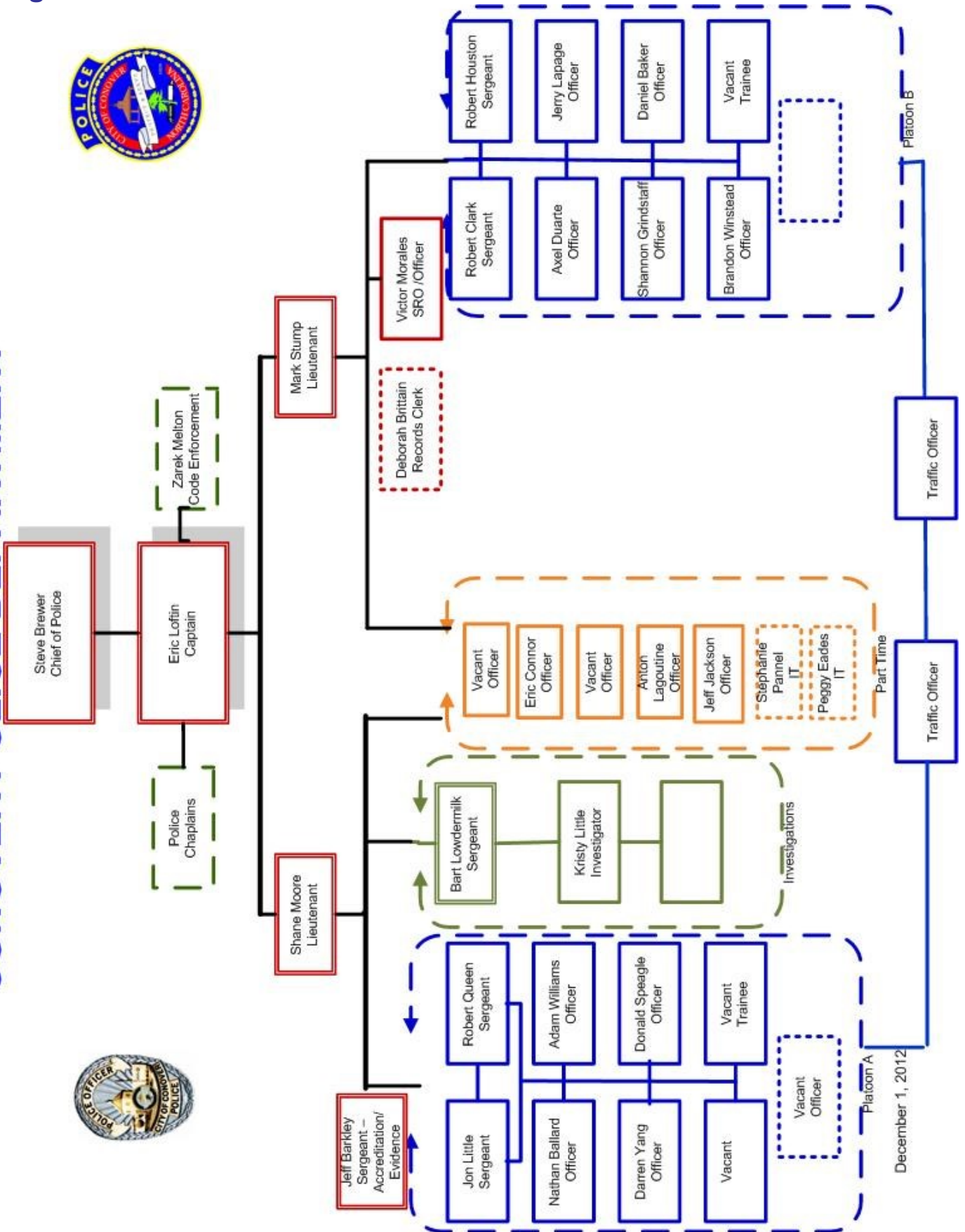
THE AGENCY



2010

I - Organizational Chart

CONOVER POLICE DEPARTMENT



II– Conover Police Roster

Conover Police Roster			
Name		Rank	Assignment
Last	First		
Administration			
Brewer	Steve	Chief	Administration
Loftin	Eric	Captain	Administration
Moore	Shane	Lieutenant	Administration
Stump	Mark	Lieutenant	Administration
Barkley	Jeff	Sergeant	Accreditation
Morales	Victor	Officer	School Resource
Platoon A			
Little	Jon	Sergeant	Patrol
Queen	Robert	Sergeant	Patrol
Miller	Jon	Officer	Patrol
Ballard	Nathan	Officer	Patrol
Harris	Jennifer	Officer	Patrol
Ream	Greg	Officer	Patrol
Speagle	Donald	Officer	Patrol
Yang	Darren	Officer	Patrol
		Traffic	Patrol
Platoon B			
Clark	Robert	Sergeant	Patrol
Houston	Robert	Sergeant	Patrol
Duarte	Axel	Officer	Patrol
Lapage	Jerry	Officer	Patrol
Grindstaff	Shannon	Officer	Patrol
Baker	Daniel	Officer	Patrol
Winstead	Brandon	Officer	Patrol
Vacant		Officer	Patrol
		Officer	Patrol

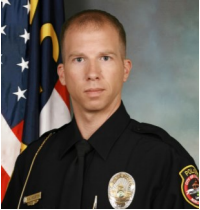
II– Conover Police Roster (Continued)

Conover Police Roster			
Name		Rank	Assignment
Last	First		
Investigations			
Lowdermilk	Bart	Sergeant	Investigations
Towery	Kristy	Specialist	Investigations
Vacant		Investigations	Investigations
Reserve			
Jackson	Jeff	Officer	Part time
Connor	Eric	Officer	Part time
Lagoutine	Anton	Officer	Part time
Vacant		Officer	Part time
Vacant		Officer	Part time
Part time IT			
Pannell	Stephanie	IT	Part time
Eades	Peggy	IT	Part time
Code Enforcement			
Melton	Zarek	Code Enforcement	Code Enforcement
Records			
Brittain	Debra	Records	Records
Chaplains			
Bledsoe	Don	Chaplain	Chaplain
Lagoutine	Anton	Chaplain	Chaplain
Repass	Byron	Chaplain	Chaplain
Correll	Brian	Chaplain	Chaplain
Bledsoe	Helen	Chaplain	Chaplain

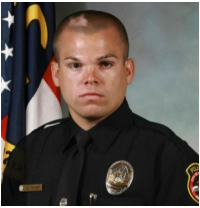
III - Special Recognitions



Lieutenant Mark Stump received his Bachelors Degree in Strategic Leadership from Mountain State University on December 31, 2012. He has been with the department for 14 years. He received his Associate Degree in Criminal Justice from Catawba Valley Community College in May 2012.



Sergeant Robert Houston received his Bachelors Degree in Criminal Justice from Western Carolina University on December 15, 2012. He has been with the department for 5 years.



Officer Jon Miller was chosen as the Conover Police Officer of the year by the American Legion Post of Newton, NC.



Officer Jerry Lapage received his Associate Degree in Cyber Crime Technology from Catawba Valley Community College in May 2012. He joined the Conover Police Department in April, 2011.

IV- New Employees



Officer Brandon Winstead joined Conover Police Department in August, 2011 and was put through the Basic Law Enforcement Training program at Western Piedmont Community College. Brandon took his oath of office as police officer on January 4, 2012. Brandon is a graduate of St. Stephens High School and Catawba Valley Community College. Brandon resides in Hickory.

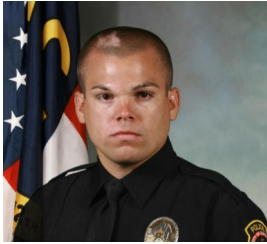


Officer Adam Williams joined Conover Police Department in March 2012. Adam is a graduate of Newton-Conover High School and he served in the United States Army for 7 1/2 years. Adam attended Basic Law Enforcement Training at the Charlotte Mecklenburg Police Training Academy. Adam and his family reside in Conover.

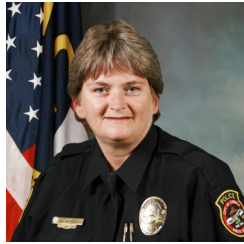


V. Top Performers for 2012

The Conover Police Department is proud to recognize Officer Victor Morales, Officer Jonathan Miller, Officer Shannon Roberts, Officer Robert Houston, Officer Greg Ream, Officer Joe McIntosh, and Officer Danny Baker as the top seven performers for 2012. Monthly averages are computed for incident reports, accident reports, citations, arrest, legal processes, field interviews, community policing, alarms, assist motorist, escorts and premise checks. These five officers consistently ranked average or above average in these eleven categories.



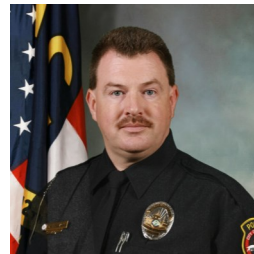
J. Miller



S. Grindstaff



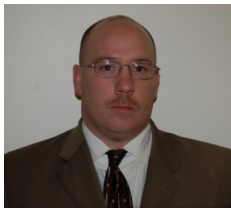
D. Yang



D. Speagle



D. Baker



J. Lapage



B. Winstead



CPD Dodge Chargers

VI - Mission Statements



CITY OF CONOVER

The mission of the City Council and City Staff of Conover is to provide the community with the responsible leadership and essential, effective local government services.

CONOVER POLICE DEPARTMENT



The mission of the Conover Police Department is to provide a safe environment and improve the quality of life through professional law enforcement and interaction with the community.

VII - Values Statement

Ethics - We recognize that personal and organizational ethics are essential for the department to perform at the highest professional level and to the accomplishment of our mission.

Loyalty and Trust - We must be loyal to our oath of office, to the people and communities we serve. Our actions are reliable, dependable, and consistent.

People - Our communities and department members are deserving of our full efforts and attention.

Professionalism - We strive for excellence in providing quality service while maintaining a work environment that develops our members through effective, timely training and progressive leadership.

Teamwork - We encourage independent action and initiative, while realizing that our success depends on a cooperative effort within the Department and throughout the community.

Integrity - Greatly valued by the Conover Police Department. Departmental integrity requires that members maintain the highest standards for the law enforcement profession and are held accountable for the exercise of their authority. The Constitutions of the United States and the State of North Carolina, State Statutes, and Departmental Policy serve to establish boundaries by which authority may be responsibly used recognizing that policies and procedures cannot be written to anticipate every circumstance in which authority may be exercised appropriately.

VIII - Law Enforcement Code of Ethics

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . **law enforcement.**

(International Association Of Chiefs Of Police)



IX - Statistical Overview

<i>City of Conover Demographics</i>	
Population*	8165
Number of Households*	3,207
Square Miles*	10.9
Miles of Streets	88.40
<i>Police Department Staffing</i>	
Total Authorized Personnel	33
Full-Time Sworn Personnel	26
Full-Time Non-Sworn Personnel	1
Part-Time Personnel	6
<i>Summary of Police Department Personnel</i>	
Administration	5
Patrol	18
Investigations	3
Clerical	1
Part time	6
<i>2011-12 Fiscal Data</i>	
City of Conover General Fund Budget	\$7,437,475
Police Department General Fund Budget	\$1,890,466
Police Department Per Cent of Total	25.4%
Police Department Spending Per Capita	\$231
Police Department Spending Per Household	\$589
<i>Summary of Police Department Budget</i>	
Personnel Cost	77.22%
Operating Cost	19.37%
Capital Cost	3.4%
* 2010 Census Data	

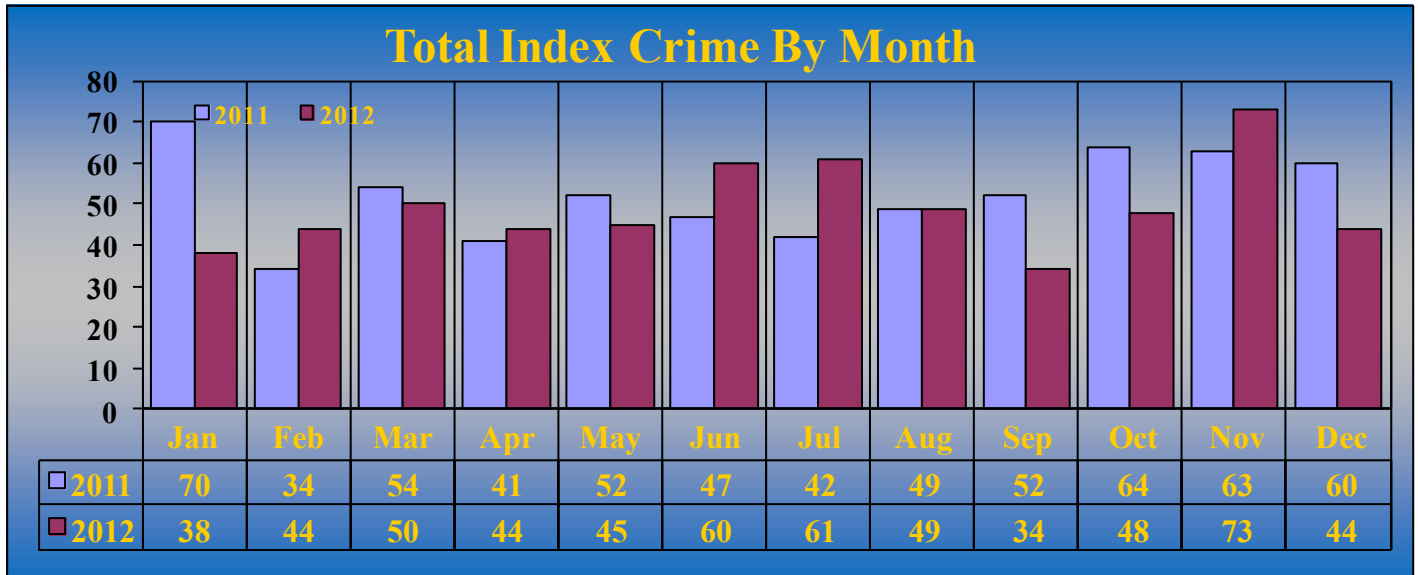
PERFORMANCE REPORTS



CPD 2010

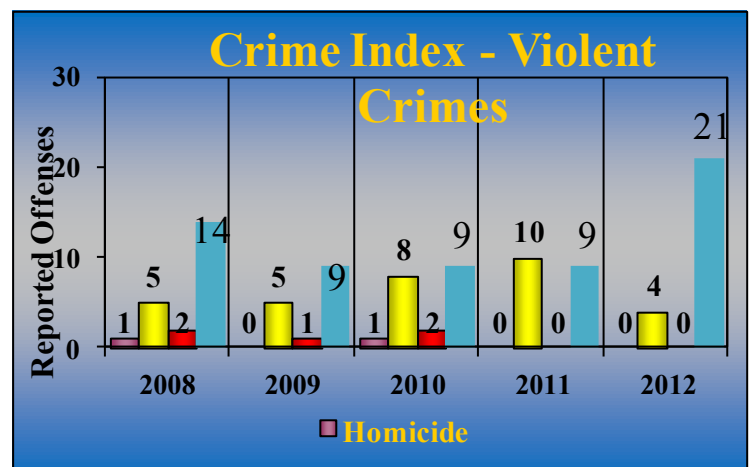
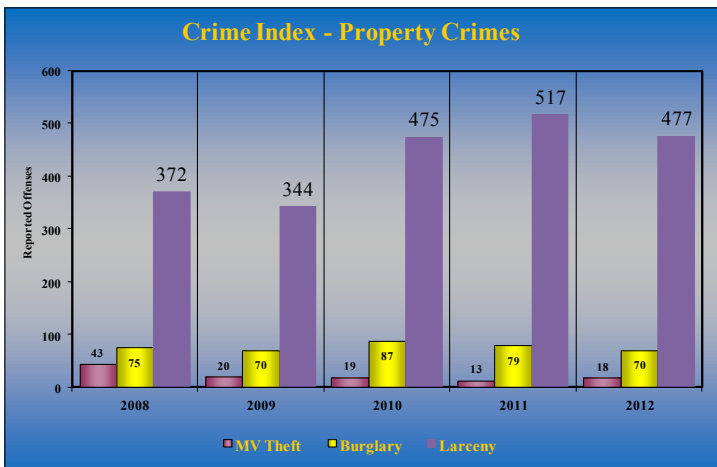
I- The Crime Index

The Conover Police Department reports monthly the reportable crimes electronically to the North Carolina State Bureau of Investigation's (SBI) Research and Planning Division. The SBI and FBI compile the data at the state and national levels into the Uniform Crime Reporting Program (UCR). The UCR program is based on a Crime Index. The Crime Index consists of seven major crimes selected for their serious nature, their frequency of occurrence and on the reliability of reporting from citizens to law enforcement agencies.¹ The Crime Index includes the violent crimes of homicide, rape, robbery and aggravated assault; and the property crimes of burglary, larceny, and motor vehicle theft. The Crime Index is used when comparing crime rates and statistics for various cities, towns and counties across the United States.

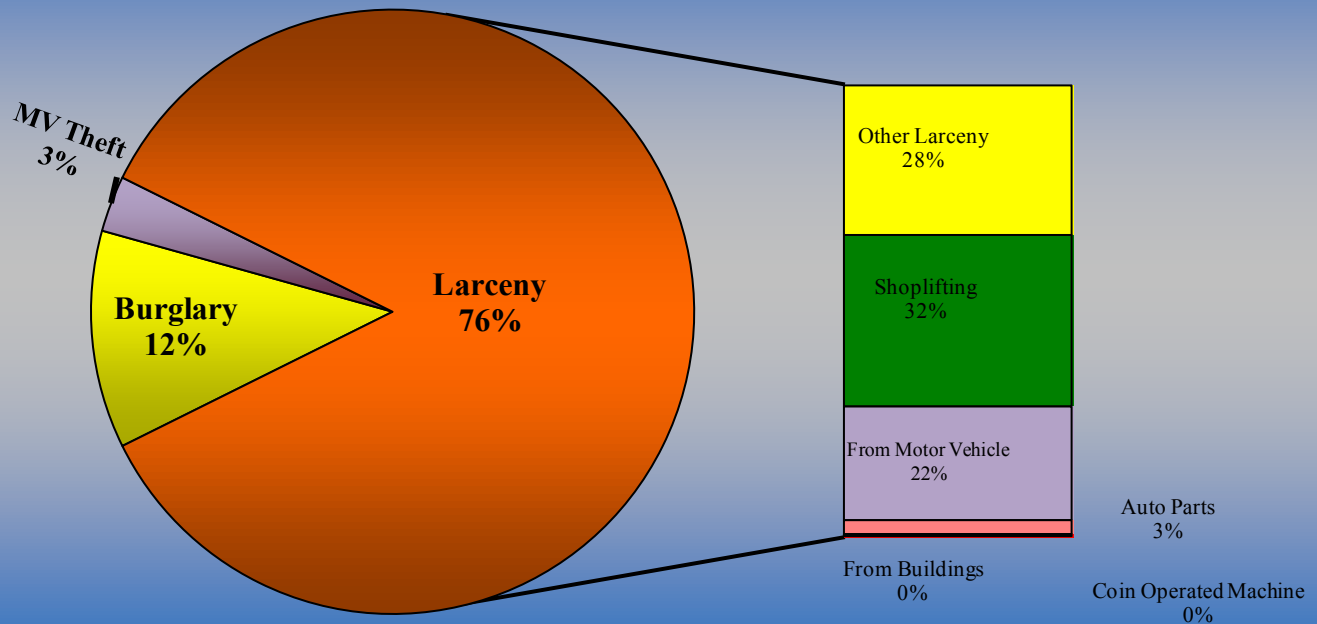


¹State of North Carolina, State Bureau of Investigation, Index and Offenses Rates 2011-2012 Summary Reporting Data for Conover NC

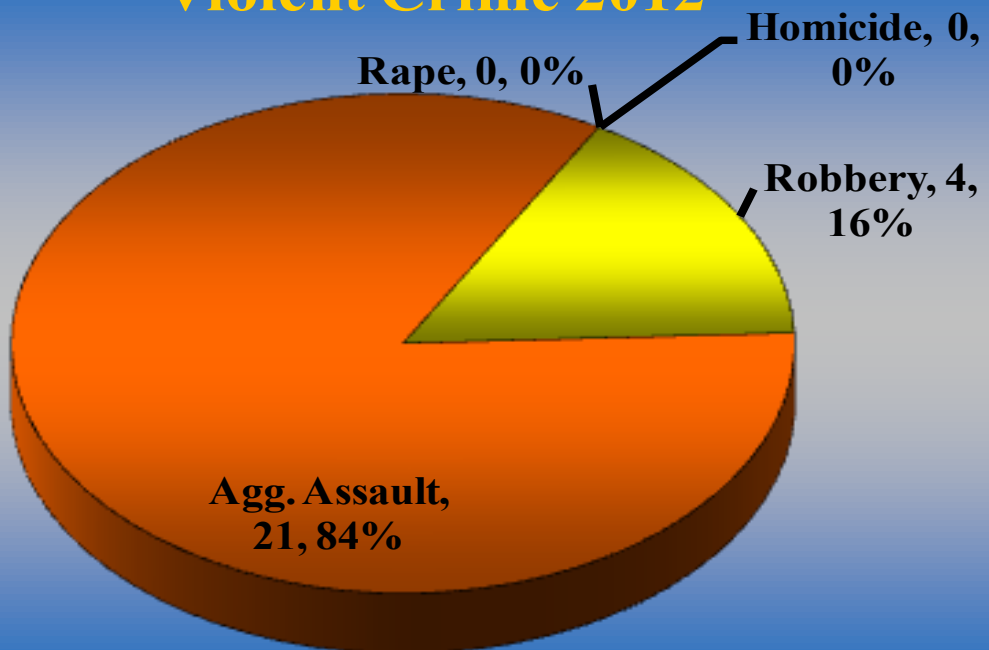
2012 Features	
Most Frequent Month	November
Least Frequent Month	September
Most Common Offense	Larceny



Property Crimes 2012



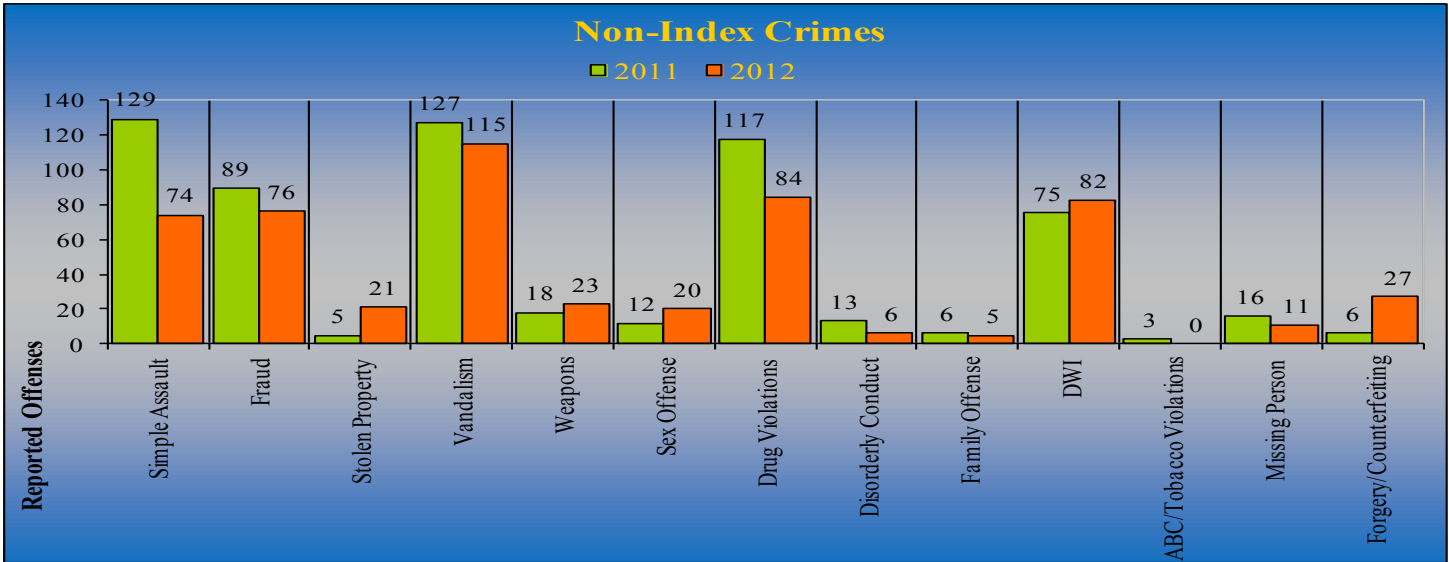
Violent Crime 2012



In 2012 the agency experienced a 5% decrease in the Part I Index Crimes. This number reflects a decrease in all categories except Motor Vehicle Theft and Aggravated Assault which showed increases. Motor Vehicle thefts increased from 13 to 19. Aggravated Assaults increased from 9 to 21. A reduction was seen in Burglaries (-5%), Robberies (-60%), Larcenies (-8%), Rape offenses (0%), and Homicide (0%). Arson remained unchanged at 0. The overall increase in Part I Index crimes can be attributed to increase in Larcenies which increased from 425 in 2010 to 517 in 2011. The department continues to take a proactive approach by increasing community policing efforts and working to increase the number of community watch programs in neighborhoods. Citizen cooperation and participation are critical for a successful law enforcement agency.

II - Non-Index Crimes

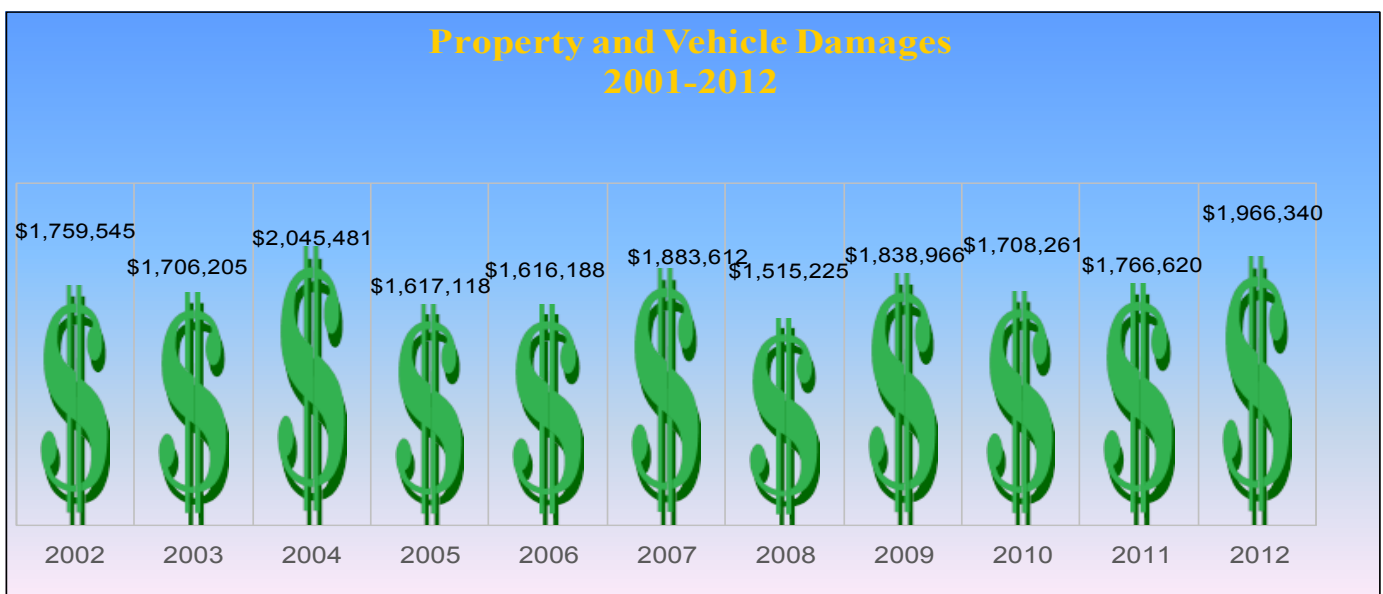
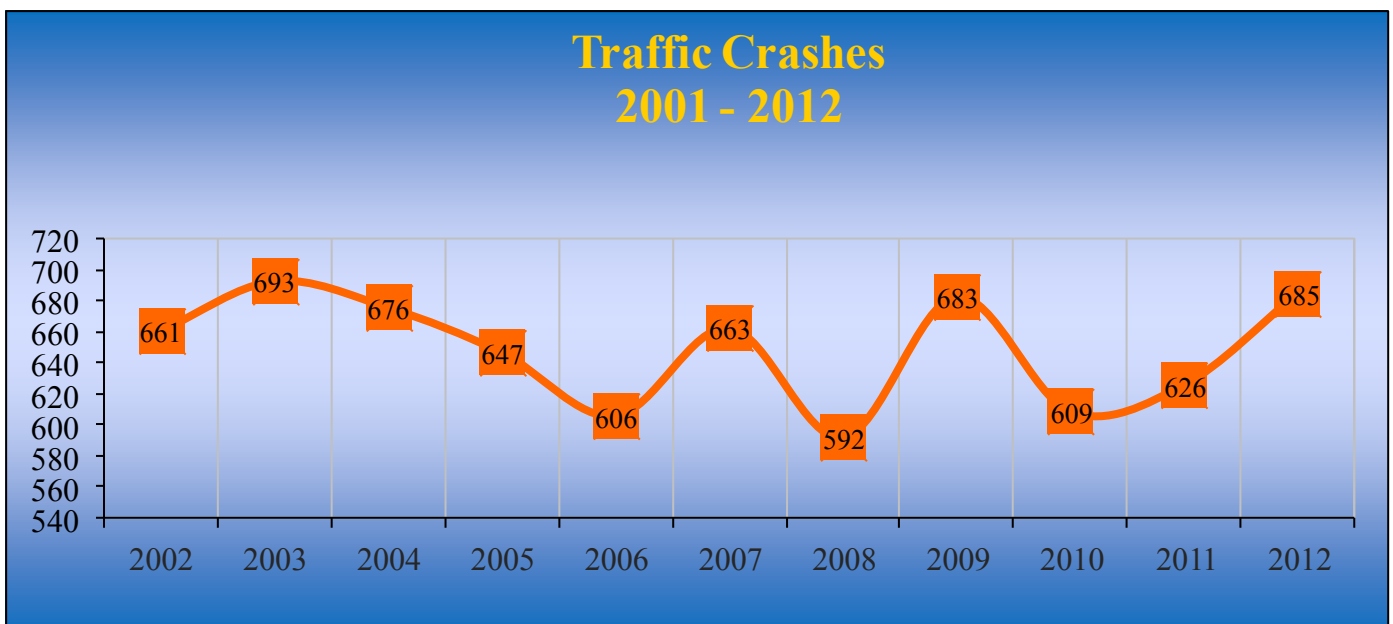
The Non-Index crimes include all other crimes or incidents reported during the year. There were 544 non-index crimes reported in 2012 compared to 616 in 2011. These crimes are taken seriously as many times they are an indication of the quality of life in a community. Graffiti and other types of vandalism may indicate gang activity and increases in simple assaults, drug offenses, disorderly conduct, and family disturbances may be a barometer of economic times.



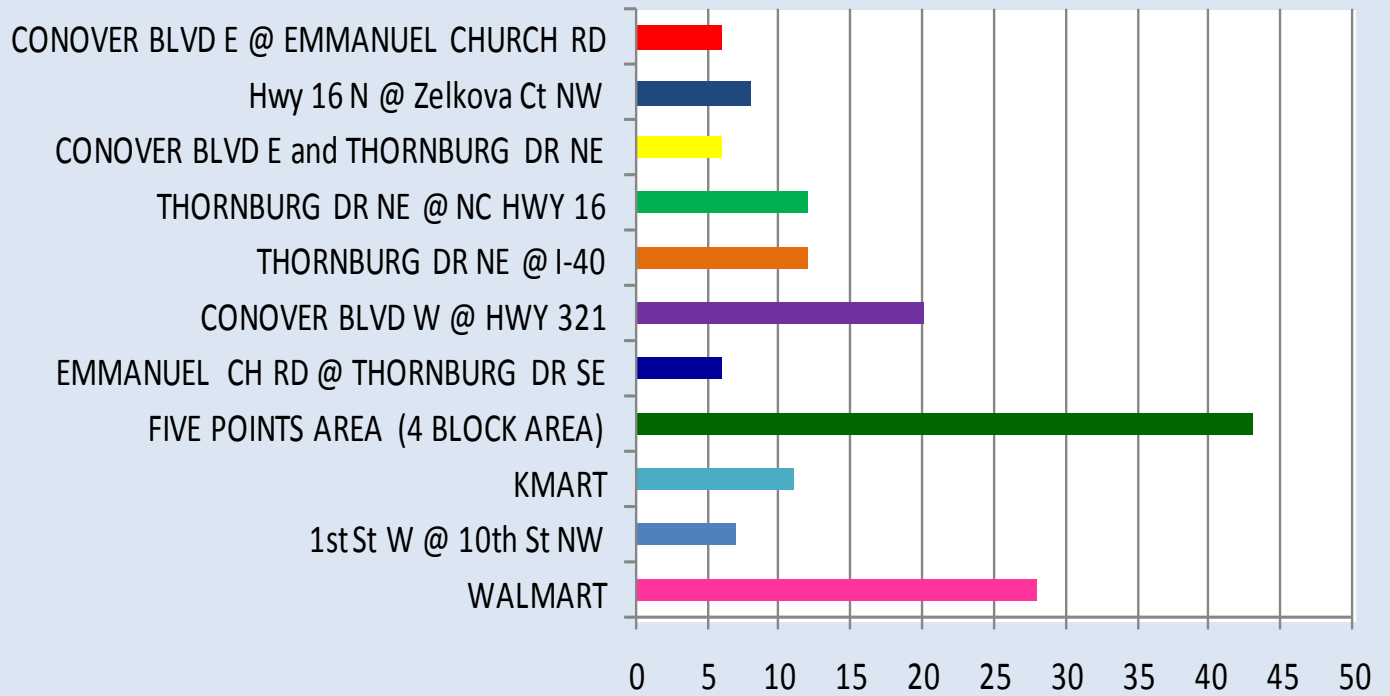
III - Traffic

The population of the City of Conover increases from 8,100 to in excess of 24,000 during the work week. The commercial and industrial base around the City, in addition to Conover being the geographic center of Catawba County with the bisecting of an Interstate, US and NC Highways contributes to the influx of traffic during the work week. The following daily traffic counts document these figures: 1st Street West (Old 70A) – 15,000; 1st Avenue North (NC 16)- 10,000; 1st Avenue South (NC16)- 18,000; Rock Barn Road- 9,300 and Conover Boulevard (Hwy 70)- 14,000. In addition, the new Highway 16 corridor continues to see an increased flow of traffic and it is expected to see a continual increase in traffic as the widening to four lanes project from Charlotte is complete.

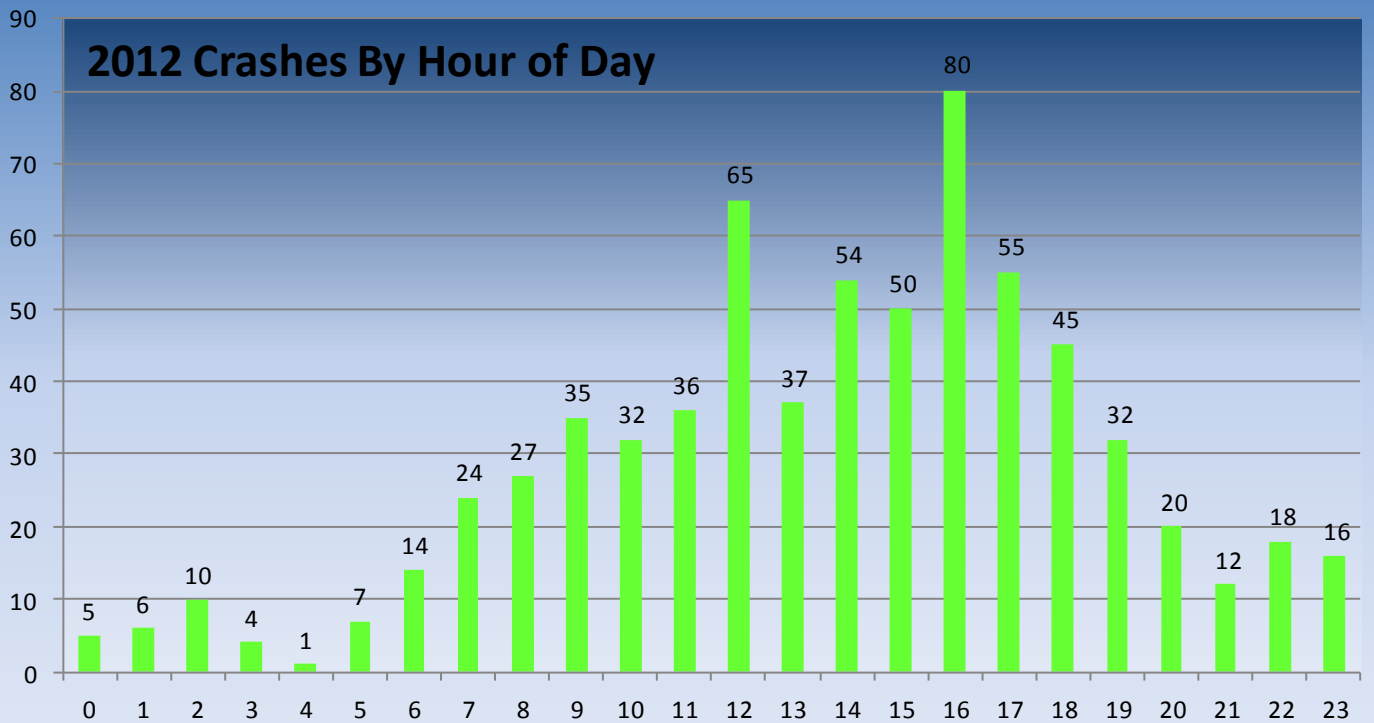
From 2006 through 2012 the City of Conover has averaged 637 crashes per year. Conover continues to have one of the highest crash rates for Cities under 10,000 population. Traffic crashes and traffic related problems continues to be one of the agency's top priorities.



2012 Top Crash Locations



2012 Crashes By Hour of Day

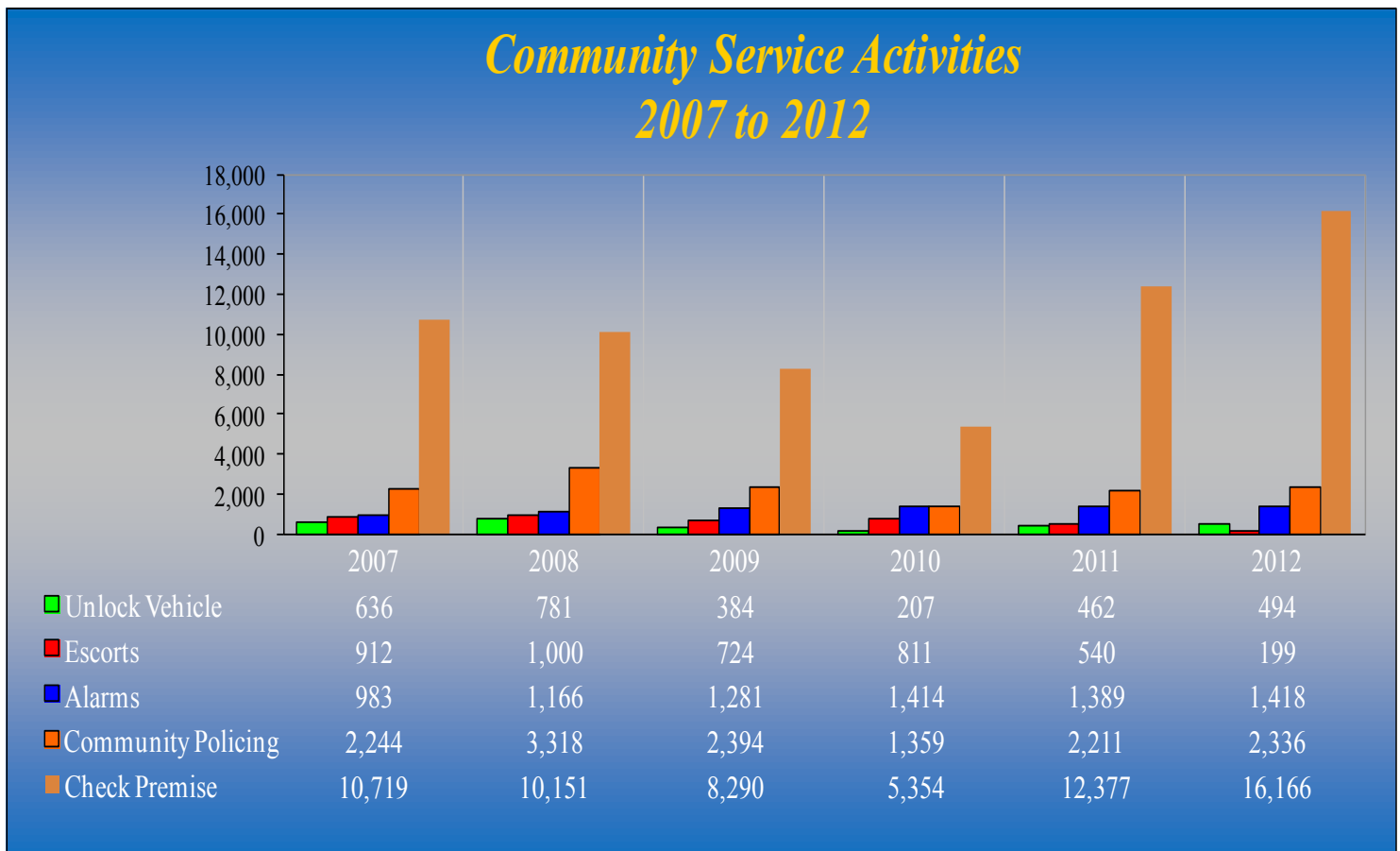


IV - Community Service

The Conover Police Department has a long tradition of community service. This organizational philosophy continues to guide the department and was verified by the Commission on Accreditation for Law Enforcement on-site assessment team's appraisal of the department "... doing it all for their residents, no matter how small the task."

The agency has maintained the community service philosophy during declining economic times and limited budgets. These activities include vacation/premise checks, funeral and business escorts, unlocking vehicles, responding to alarms in addition to the daily community policing contacts in retail and residential areas of the city.

Several of the Community Watch programs have had changes in leadership and have not conducted meetings on a regular basis. Most programs have changed to meeting two times a year. The Southwest Community, and Brentwood/Cambridge Developments continue to meet and share information with the police department as problems or concerns arise. Community Watch programs have proven to be a positive asset for the department by improving community relations and by educating the community and the police to potential community problems and concerns. The additional eyes and ears in the communities are beneficial to the crime prevention and crime reporting efforts. Major community events for 2012 included National Night-Out, The Greater Hickory Classic, Catawba Valley Community College's Career Day, Community Job Fair, Antique Tractor Parade, Biker's Toy Run for Conover School, and the Santa Cop Program.



V - Special Awards/Projects



National Night-Out 2012: National Night-Out 2012 was held in August with above average temperatures for the fifth year in a row. This year's event featured the Songfells Quartet and Brothers Redeemed. The City of Conover held its Community Workshop during the event also. The event was held once again on the Concordia Square and attracted approximately 800 people despite the temperatures. The Community Workshop, which originally was held in April, allows the different city departments to highlight events and projects accomplished during the year. Other displays included a static display of vehicles and equipment by local law enforcement agencies, local merchants, retailers, the armed forces and food and drink vendors. Attendees visited the various displays presented by the different departments, enjoyed the entertainment and renewed old friendships with their neighbors and friends. This is a great event that receives an enormous amount of support from the community and local businesses. Their support through monetary donations and supplies helps make the event a success each year. Once again the Conover National Night Out event won one of the National Awards that is presented to agencies for outstanding participation.



The Greater Hickory Classic: Formerly the Ensure Classic, this PGA Champions Tour Event, was held at Rock Barn Golf and Spa on October 8– 14, 2012. The event featured 76 professional players and drew an estimated 80,000+ for the week. The week long event starts with a qualifying tournament and a tournament for the local high school golf teams. The second day is highlighted by the Dale Jarrett Shoot-Out an event for local charities featuring professional golfers, NASCAR drivers, professional athletes and other celebrities. Wednesday and Thursday of the week featured Pro-AM events and tournament play began on Friday and ended on Sunday afternoon with the awards ceremony.

Security for the event was coordinated by the Conover Police Department utilizing eleven law enforcement agencies from Catawba, Burke, Caldwell, and Alexander counties providing more than 1500 hours of security. The Incident Management System is used to coordinate the event. Security for the event has consistently received high marks from the PGA.



Santa Cop: The Santa Cop program was originally started as a community project designed to help local families in need to have a memorable Christmas. The project has continued to grow and has become a department wide project. Families in need were identified through the Department of Social Services, Probation and Parole and area schools. This was the fifth annual Santa Cops event.



Santa Cop 2012

Donation boxes were placed throughout the city and contributions were accepted from local merchants and others wanting to contribute to the program. This year the Conover Police Department was able to provide assistances to sixty-two (62) families and 151 children in and around the Conover area. They received clothing, toys and food valued in excess of \$4,000.



Santa Cop 2012

ANNUAL REVIEW AND ANALYSIS



2011 National Night Out



2011 National Night Out

I - Use Of Force:

Because the application of force on an individual by a police officer is subject to closely scrutiny by society the Conover Police Department investigates all incidents involving officers where some level of force was used on an individual. All force must be reasonable and necessary.

Each use of force incident is reviewed by the Assistant Chief for compliance with policy and the reasonableness of force used. The annual review includes Use of Force and Incident reports alleging Resist, Obstruct or Delay of an Officer.

During 2012 members of the Conover Police Department were involved in 17 incidents requiring some type of use of force. The incidents involved a total of 14 officers. One officer was involved in six of the incidents. Two officers were involved in four incidents each. All incidents involved two or more officers except for three of them. Members of other agencies were involved in one of the Use of Force incidents. Three of the incidents involved the officer pulling his service weapon until an offender was safely secured. Those incidents involved a felony traffic stop, a shots fired call, and B&E suspect having a gun. Tasers were pulled on six of the incidents: two deployments and four display only.

Five of the incidents occurred on Assault calls for service. Four of the incidents resulted from traffic stop calls which included high risk stops. One incident involved a mental patient. Two of the incidents were involving domestic related calls. The other incidents were the result of calls involving larceny, trespass, shots fired, and breaking & entering. There were no excessive force issues in any of the 17 Use of Force incidents. None of the use of force incidents identified any policy or training issues.

Six of the incidents occurred in or near the roadway. Four of the incidents occurred at residences and there were two incidents each at businesses and in Public Vehicular Areas. The other three occurred at a school, motel, and at the police department. Fourteen of the incidents involved no injuries. There was suspect injury from a Taser drive stun marks and one suspect receiver minor cuts/scrapes. Neither required medical attention. There were two minor officer injuries—one officer had a cut/scrape and the other sprained their knee. The injury did not require any lost work time.

The review of the use of force reports and resist, obstruct and delay reports during 2012 indicated all use of force incidents were properly reported, investigated, and reviewed by the chain of command. The force used in all seventeen incidents was reasonable, necessary and in compliance with policy.

2012 USE OF FORCE

Type of Incident:	2007	2008	2009	2010	2011	2012
Assault	0	0	3	2	3	5
Traffic Stop	4	3	0	1	11	4
Domestic	4	3	3	5	6	2
Mental Subject	0	0	3	3	4	1
Mutual Aid	0	0	0	1	0	0
Larceny	1	3	0	2	2	2
Burglary	0	0	2	1	0	1
Drunk/ Disruptive	2	4	1	0	0	0
Forgery	1	0	0	0	0	0
Resist Arrest	2	0	0	0	0	0
Trespass	0	0	0	0	0	1
Warrant/High Risk Call	0	0	0	1	1	1
Suspicious Person/Vehicle	2	0	0	0	0	0
Type of Force:						
Firearm	4	2	4	5	4	3
(Fired)	(0)	(0)	(0)	(0)	(0)	(0)
(Drawn)	(4)	(2)	(4)	(5)	(4)	(3)
Taser	5	4	3	5	9	9
(Deployed)	(3)	(2)	(1)	(1)	(6)	(2)
(Drawn)	(2)	(2)	(2)	(4)	(3)	(6)
Bodily Force (Hands)	7	7	7	6	13	8
Officers on Scene:						
Single	8	5	2	5	8	3
Two or More	8	7	10	11	18	14
Location of Event:						
Residence	6	6	6	10	9	9
Retail Business	3	1	1	2	7	7
Roadway	5	4	4	2	10	10
Wooded Area	2	2	2	2	0	0
Disposition:						
Force Neces- sary	16	13	12	16	26	17
Force Unnec- essary	0	0	0	0	0	0
Policy Change	0	0	0	0	0	0

II—Internal Affairs/Complaints

The Conover Police Department investigates all complaints received by the agency. Complaints may be received in writing, in person, by telephone, by email and anonymous complaints are accepted. The preferred method is in writing on a *Citizen Complaint and Inquiry Form*.

The agency uses a two-tiered investigative system that involves the First Line Supervisor for minor complaints that may be a misunderstanding of policy or procedures and an formal internal investigation for more serious complaints. Any complaint that may result in criminal charges is investigated as a criminal and an administrative investigation by separate investigators. All Officers assigned to internal investigations have specialized training in internal investigation affairs. The Chief of Police assigns all complaints to either a First Line Supervisor or as an internal investigation.

The agency investigated ten internal affairs cases in 2012 which was the same number of complaints investigated in 2011. Five of the complaints originated from within the agency for policy violations (4 - conduct related and 1 failure to perform duties) and the other five came from outside the agency. The complaints that originated from outside the agency were related to traffic stops, crash investigations, and incidents. The complaints from within the agency were the result of policy violations. Five of the complaints (3-internal, 1-external)were sustained.

Nine of the complaints involved a single officer and one involved two officers. Two officers were involved in two complaints each. One internal complaint was generated from an unfounded external complaint.

External complaints continue to be relatively low. This year saw an increase in Internal complaints that was a result of officer behavior while off duty. The department utilizes an early warning system to monitor officer behavior that identifies potential issues. Officers' conduct was the leading cause of complaints in 2012.



<i>Internal Affairs/Complaints</i>					
Complaint Origins:	2008	2009	2010	2011	2012
Citizen	3	2	4	6	5
Internal	1	2	2	4	5
Originating Action:					
Traffic Stop	1	1	2	2	2
Arrest	0	0	0	0	0
Officer's Conduct	3	3	3	3	5
Vehicle Pursuit	0	0	0	0	0
Accident Investigation	0	0	0	1	1
Juvenile Investigation	0	0	0	0	0
Officer's Driving	0	0	0	2	0
Call for Service	0	0	1	2	2
Disposition:					
Sustained	2	3	4	5	4
Not Sustained	0	1	2	4	3
Unfounded	0	0	0	1	2
Exonerated	0	0	0	0	0
Resolved W/Complainant	2	0	0	0	1

III - Vehicle Pursuits

Police pursuits have high liabilities and receive much attention from the media and citizens. The policy of the Conover Police Department is for an immediate review of all pursuits to insure compliance with policy and a high regard for the safety and welfare of the public. Review and analysis of the pursuits from past years indicated a high percentage of the pursuits began with a misdemeanor or minor traffic violation. The high liability of pursuits and the risk to the motoring public did not justify pursuing for minor offenses. The policy was modified in 2007 to authorize a pursuit only when an officer has a reasonable suspicion the driver or an occupant has committed a serious felony or other circumstances exist that can justify a pursuit.

The policy change has resulted in a significant decline in pursuits the last two years. There was only one vehicle pursuit in 2012. The officer attempted to stop a vehicle suspected of driving while impaired. The violator failed to stop. The officer pursued the vehicle at the speed limit for the area 45 mph. The suspect drove the vehicle home which was about 3.7 miles. This pursuit was not for a serious felony. Although the officer felt the violator posed risks to the motoring public it did not meet the pursuit requirements of the department. The officer was counseled on the pursuit policy and what violations would meet the criteria to continue a pursuit.

VEHICLE PURSUITS					
Reason for Pursuit:	2008	2009	2010	2011	2012
Larceny	0	0	0	1	0
DWI	0	0	0	0	1
Assault	0	1	0	0	0
Burglary	0	1	0	0	0
Mutual Aid	0	0	0	0	0
Traffic Violation	1	0	1	0	0
Wanted Person	0	0	0	0	0
Pursuit Results:					
Accident	0	1	1	0	0
Injuries	0	0	0	0	0
Arrest of Driver	1	2	2	0	1
Terminated	0	1	0	1	0
Deflation Device	0	0	0	0	0

The policy changes implemented in 2007 continue to be successful in reducing the number of pursuits that Conover Police officers are involved in. The agency will continue in-service training related to pursuit driving, emergency response driving and defensive driving. A review of the pursuit policy will be conducted during the 2013 in-service driver training.

IV - Grievances

In 2012, there was one employee grievance filed in reference to a disciplinary action that resulted in a demotion. The employee was given a pre-disciplinary conference and an opportunity to be heard and present evidence. The disciplinary action was upheld by the city manager. The employee's failure to properly maintain all aspects of their assigned duties (which are crucial to the operation of the organization) are critical lapses in performance of duties.

This analysis reveals no disproportionate pattern of employee grievances by gender or race. Given this, no changes concerning Conover Police Department employee grievance policy or procedure are recommended. The findings of this analysis indicate no (a) uncommon trends (b) areas for improvement in training (c) opportunities for process improvement or (d) need to provide additional training on the employee grievance process.

V– Bias Based Reporting

The Conover Police Department's policy prohibits race, citizenship, national origin, religion, ethnicity, age or gender of an individual be the basis for a traffic stop, field interview or seizure of property. The agency is not required by North Carolina General Statutes to collect statistical data on traffic stops but the agency, in compliance with an accreditation standard, has taken a proactive stance and voluntarily collects the data and submits it to the North Carolina State Bureau of Investigation.

Citations were issued in 67.62% of the stops in 2012 compared to 64.93% in 2011. Written warnings decreased from 12.3% in 2011 to 9.48% in 2012 and verbal warnings increased to 19.10% in 2012 from 18.91% in 2011. In comparison to 2010 Catawba County census data, the traffic stop data is within acceptable ranges for the population demographics.

There were no biased-based complaints or concerns expressed or identified in 2012 .

Bias Based Profiling								
Race:	2008	2009	2010	2011	2012	Per Cent	Cat. Co. Demo.*	Conover Demo.*
Asian	52	39	86	78	71	3.28%	3.50%	4.20%
Black	224	249	406	375	331	15.31%	8.40%	9.20%
Native American	0	1	50	0	6	0.28%	0.30%	0.20%
White	1166	1292	2247	1893	1746	80.76%	86%	84.70%
Other	65	12	61	12	8	0.37%	1.90%	2.50%
Unreported	6	7	0	0	0	0.00%	NA	NA
Totals:	1513	1600	2850	2358	2162			
Ethnicity:								
Hispanic	96	228	385	409	490	22.66%	8.40%	12.20%
Non-Hispanic	666	1273	1208	1949	1672	77.34%	91.60%	87.80%
Unreported	15	12	7	0	0	0.00%	NA	NA
Sex:								
Female	278	517	554	925	761	35.20%	51%***	52.70%
Male	492	988	1029	1433	1401	64.80%	49%***	47.30%
Unreported	7	8	16	0	0	0.00%	NA	NA
Enforcement:								
Citation	424	758	1072	1531	1462	67.62%		
On-View Arrest	3	8	28	50	45	2.08%		
Verbal Warning	239	537	305	446	413	19.10%		
Written Warning	71	126	119	290	205	9.48%		
No Action	35	77	58	41	37	1.71%		
Unreported	5	7	18	0	0	0.00%		
* Based on 2010 Census 2007-3 Months Data missing *** Age 15 +								

Reviewing the three year combined totals of traffic stops for the department and comparing the ratio of warnings to citations, Caucasians received warnings 38% of the time compared to citations 62% of the time on the reported traffic contacts. African-Americans received warnings 33% of the time and citations 67% of the time. Hispanics received warnings 14% of the time and citations 86% of the time. Asians received warnings 37% of the time compared to citations 63% of the time. Others received warnings 18% of the time and received citations 82% of the time.

The traffic data indicates that Hispanics receive less warnings compared to other groups. One reason for this is that the Hispanic group receives a higher percentage of the department's "No Operator License" charges which is an offense that is usually a non-warning offense.

In comparing the total citations issued by the department to the total citations received by each group, Caucasians received 54% of the citations, African-Americans received 15% of the citations, Hispanics received 27% of the citations issued and Asians received 2% of the total citations issued for the three year period.

In 2012, the department conducted ten Field Interview contacts. Of those, nine contacts involved white males and one incident involved black males.

There were no asset seizures during 2012.

During 2012 there were 65 traffic stops that resulted in searches . Thirty-seven of those searches were consensual and nineteen were a result of probable cause. The drivers were searched in all 65 of those traffic stops. In addition, forty-four passengers were searched during those stops for a total of 109 people searched. In a break down by group it was determined that Caucasians accounted for 56.9% of the searches, Hispanics accounted for 10.7% of the searches, and African-Americans accounted for 30.8% .

Conover Police Department
Drivers and Passengers Searched by Sex, Race, and Ethnicity
Report From 1/1/2012 through 12/31/2012

Type	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity	Total Stopped	Percent Searched
Driver	Female	6	2	0	0	0	8	0	8	8	761	1.05
Driver	Male	38	18	0	1	0	57	7	50	56	1401	4.07
Passenger	Female	11	4	0	0	0	15	0	15	15	15	100.00
Passenger	Male	22	7	0	0	0	29	3	26	29	29	100.00
	Female	17	6	0	0	0	23	0	23	23	776	2.96
	Male	60	25	0	1	0	86	10	76	85	1430	6.01

VI - Evidence Control System Review

During 2012 the Conover Police Department collected 1206 pieces of evidence and disposed of 641 pieces of evidence. Collected items in 2012 showed a significant increase from prior years due to older items of evidence being transferred in to the computerized evidence control system. Emphasis has been placed on evidence disposal. The evidence custodian assembles the dispositions for the property and forwards it to the District Attorney's office for review and then presentation to a judge. This is a lengthy process that takes up to two months before the evidence dispositions are returned for disposal. In 2012, a new classification was added to the computerized evidence control system to differentiate between found property.

<i>EVIDENCE ROOM</i>			
Collected Items	2010	2011	2012
Total Pieces Collected	592	611	1206
Total Pieces Disposed	90	629	641
<i>EVIDENCE ROOM Totals</i>			
Year end Total	2768	3152	4188
PROPERTY			
Found Property	—	—	127
Collected/Seized Property	—	—	1079
Total Pieces	—	—	1206

GOALS AND OUTCOMES



I– 2012 Departmental Goals and Outcomes

Administration



Coordinate security for the Greater Hickory Classic Golf Tournament.



The Greater Hickory Classic was held at Rock Barn Golf and Spa on October 8-14, 2012. Conover PD coordinated security with 13 law enforcement agencies and private security. The tournament security received high marks following the PGA critique of the event.



Develop a planning committee comprised of a representative from each City Department to coordinate the National Night-Out and the Community Workshop event.



National Night-Out was held on August 7, 2012. The event featured the and Brothers Redeemed. Static displays were set up by local law enforcement and local merchants. Included with this years event was the City of Conover's Community Workshop. Prior to the event, meetings were held by Lt. Moore and Lt. Stump with other departments of the city and officials from Target to plan the event. Attendance was estimated at 600 people. The department won the National NNO Award for Recognition.



Utilizing performance evaluations and patrol shift workloads and outputs increase the First Line Supervisors performance through accountability and responsibility.



Conover Police Department promoted one sergeant in 2012. The newly appointed sergeant worked one on one with Lt. Stump and the senior sergeant on the shift. All supervisors have been encouraged and shown the proper way to evaluate and monitor performance. This goal continues to be a work in progress. This goal will continue into 2013.



Develop a mentoring/field training program for newly appointed supervisors.



The newly appointed supervisor was mentored when they took their new position and the other supervisors continue to be mentored. However, an official program/process has not been implemented. This will continue as a goal for 2013. Leadership training will be sought for the supervisors. Administration will continue to explore options for this type of program.



Develop a an employee of the quarter/year policy to recognize outstanding officer performance.




Policies have been collected from other agencies. However, an official program/process has not been implemented. This will continue as a goal for 2013. Officer Robert Houston was nominated for Conover Police Department's 2012 Officer of the Year and received an award from the American Legion.


Patrol Division

 Strengthen the community policing philosophy of the agency through the following goals:

1. Increase interaction with the local public and private schools through participation in school events and other events in order to build rapport with the students.

 The community policing philosophy continues to be a success. Patrol division has continued to participate in visiting with the local schools. Officers are able to visit with the students that are identified by school staff and therefore are able to interact and mentor the student. School community policing effort increased from (44) in 2011 to (57) in 2012 for a 30% increase.

2. Continue the Santa Cop program incorporating division wide support.


 The Santa Cops was a success this year as it continues to grow. There was a significant increase in the number of families and children that were assisted. Volunteers from the patrol and investigation divisions assisted in the success of the program.


3. Increase the Community Watch Programs in residential neighborhoods.


 Officers continue to attend community watch meetings with the existing community watch groups. During 2012 no new community watch groups were started.


4. Increase the frequency and time allotted to bicycle patrols in residential communities by 10%.


 The Patrol Division exceeded the desired goal for this by increasing the total number of times on bike patrol by 75%.


 Participation in the Governors Highway Safety Programs (GHSP), Click it or Ticket, Booze It or Lose It in conjunction with other traffic safety initiatives identified during the goal period. Participate in monthly GHSP checkpoint program to earn "Grant" points toward equipment.


 Participation in the Governors Highway Safety Program was a success in 2012. The agency's participation around 100 check points and several multiple agency check-points during the year accumulated for a total of 6173 participation points for the year. These participations points were "blanked" to be used in the coming year to acquire two additional Intoximeter Alco-Sensor FST's and two Golden Eagle II dual antenna radar units. DWI arrest increased from (76) in 2011 to (82) in 2012 for a 7.9% increase. In addition, the department continued with year four of a traffic safety grant from the North Carolina Governor's Highway Safety Program.

 Continue the Santa Cop program incorporating division wide support.

 Santa Cops was a success this year. There was a significant increase in the number of families that were assisted. This year the Conover Police Department was able to provide assistances to sixty-eight (68) families and 147 children in and around the Conover area. Volunteers from both patrol platoons and investigations contributed to the success of the program.


 Reach out to the senior citizens in the various communities and raise awareness of the “R U OK” program. Increase participation by 10%.

 This is the third year that the Conover Police Department participated in the “R U OK” program. No Conover residents were added to the program in 2012. Currently there are ten (10) residents from Conover on the R U OK list.


 Develop a relationship/contact list with local churches as they are a valuable asset to the community.

 The Patrol Division was able to compile a contact list for all Conover churches. The list is stored on the City’s computer server for all officers to access.


 Participate in Operation Medicine Drop

 This is the fifth year that the Conover Police Department participated in Operation Medicine Drop. Operation Medicine Drop was held on March 22nd and March 23rd. The events were held at CVS pharmacy and Bowman Drug Co. The total amount of prescription doses collected during these events was 5,320 dosages compared to 27,028 doses units from 2011. There amount of dosages collected for 2012 did show a decline, but this could be due to local disposal sites throughout Catawba County. Another factor for the show in decline could be education of public awareness on the proper disposal of medications.


Investigations Division

 Continue the efforts towards obtaining and disseminating criminal intelligence information with other agencies in an effort to impact multijurisdictional criminal activity and move forward in reducing crime.

1. Continue to host the local Investigator’s Meeting at the Conover Police Department on a monthly rotation with the Newton Police Department.

 A rotation between Conover PD, Newton PD and Catawba County Sheriff’s Office was implemented for hosting the meetings. Conover CID participated in ten local meetings during this year. The attended dates are as follows: 01/10/12, 02/14/12, 03/13/12, 04/10/12, 05/8/12, 06/12/12, 07/10/12, 08/14/12, 09/11/12, 10/9/12, 11/13/12, and 12/11/12.

2. Participate in a minimum of four (4) NCCIX Meetings currently being held on a monthly basis at the Lenoir and Boone Police Departments.

 The Conover Police Department CID Division, Attended NCCIX meetings on 05/16/2012, 07/18/2012, 08/15/2012, 09/19/2012, and 10/17/2012. Due to lack of funding the NCCIX information sharing meetings were canceled as of 11/01/2012.



Improve the coordination and sharing of information with other divisions within the department to help reduce crime.

1. Strengthen the exchange of information with the patrol division by attending a minimum of at least (4) shift briefings a year and provide at least (2) training sessions on a topic related to investigations and a shift briefing.



Attended shift briefings on 04/02/2012, 06/05/2012, 06/19/2012, and 07/12/2012. On October 23, 2012, Conover (CID) Investigations Division conducted a shift briefing with the patrol division in order to review the Conover Tavern Shooting incident which occurred on October 20th, 2012, (OCA#: 2012IR1245). This briefing consisted of familiarizing the patrol division with information on both witnesses and suspects possibly involved in the shooting needing to be located for questioning. The patrol division was also shown a list of suspects involved in the shooting who are affiliated with gangs within the listed jurisdictions, Conover NC, Hickory NC, and Morganton NC.

2. Provide a monthly activity report to the administration of the department to keep the administration informed of new information related to any high profile cases or other relevant information.



Information was shared with the patrol division about current trends of residence and vehicle burglaries. Narcotic and vice crime information was disseminated through completed narcotic/vice/organized crime (tip) information reports to be shared between the investigation and patrol division.




Sgt. J. Little and Sgt. B. A. Lowdermilk provided monthly (CID) investigation activity reports to the Conover Police Department Administration monthly during the year of 2012. The listed monthly activity reports consisted of high profile cases and information needing to be forwarded.





Continue to build and update the data information in the Investigator v1Software to improve the ability to track and maintain current cases assigned to the Criminal Investigations Division.





All cases from January 2011 to current have been updated within the Investigator V1 software. The cases within the software include victim information, suspect information, and the status of the investigation. Upon conducting the annual review of the investigator V1 Software, The (CID) division was unable to obtain needed information from the software, such as correct assigned cases and the status of cases. As we move forward to continue to build and update the data information, the Conover Police Department Investigations Division (CID) will utilize the case management access software. The Case management access software has found to be more user friendly and provides needed annual reviews. Sgt. B. A. Lowdermilk continues to enter the initial reports and updates the cases within the given software.

 Continue to involve the community to assist with solving crimes by utilizing the media, the Internet, and other available resources.


 The Conover Police Department Investigations Division attended (3) community watch meetings during the past year. Two of the meetings were conducted with the SW Community watch and one with the Conover Manor Community Watch Group. The SW Community Watch meetings were held on June 19, 2012, and October 16, 2012. The Conover Manor Community Watch meeting was conducted on April 4, 2012.


 The Conover Police Department Investigations Division continues to work with the Conover IT Department to update a list of "Conover's Most wanted" to the City of Conover website. The list is comprised of individuals with outstanding warrants that Officers have been unable to locate through conventional methods.


 Conduct biannual review of all cases to ensure that the cases are being investigated accurately and timely.


 A biannual review was conducted of all the assigned cases within the Conover Police Department (CID) Investigations Division. During this biannual review it was determined that there are assigned cases which need attention.

Records Division

 Prepare the Agency for the DCI audit.


 The records and files were reviewed during the audit from the NC State Bureau of Investigation. Two records were flagged for the timeliness of their entry. All other files were in compliance.

 Develop Crystal reports in RMS to assist with retrieving information needed for evaluations, monthly reports, open cases, and annual reports.

 Administration worked with the Records Division and several new reports were developed. The reports will assist staff in the retrieval of data from the Records Management Division.

 Coordinate all DCI activities including TAC, Validations, and all reports.

 All DCI activities and validations were kept current.

 Ensure incident reports are pulled into RMS with the correct information and notify Admin supervisors about any identified problems/issues.







 All reports have been imported and accuracy has been verified.

 Keep Biased-Based Traffic Stop Reports up to date and properly filed.







 All Biased-Based Traffic Stop Reports have been entered into the SBI's system.

II - 2013 Departmental Goals


Administration

-  Coordinate security for the Greater Hickory Kia Classic Golf Tournament.
-  Develop a planning committee comprised of a representative from each City Department to coordinate the National Night-Out and the Community Workshop event.
-  Plan for a successful Mock and Onsite Re-accreditation process.
-  Develop a mentoring/field training program for newly appointed supervisors and provide Leadership training.
-  Develop an employee of the quarter/year policy to recognize outstanding officer performance.
-  Develop a physical fitness policy/program for the department.






Patrol

-  Participate in the North Carolina Governor's Highway Safety Programs (GHSP) "Click It or Ticket" and "Booze It & Loose It" along with other traffic safety initiatives during the goal period. Conduct monthly GHSP checkpoints to earn participation points towards acquiring equipment.
-  Ensure equal workload and performance through monthly officer activity reports.
-  Strengthen the community policing philosophy of the agency through the following goals:
 1. Increase interaction with the local public and private schools through participation in school events and other events in order to build a rapport with the students.
 2. Increase the frequency and time allotted to bicycle patrols in residential communities by 10%.
 3. Increase Community Watch Programs in residential neighborhoods.
-  Continue the Santa Cop program incorporating division wide support.
-  Participate in Operation Medicine Drop
-  Reduce traffic collisions by 5% through selective traffic enforcement measures at known high crash locations.






Investigations Division

-  Continue the efforts towards obtaining and disseminating with other agencies, criminal intelligence information in an effort to impact multijurisdictional criminal activity and move forward in reducing crime. Meetings with Newton Police Department and Participation in Multi-Disciplinary Team Meetings.

Investigations Division (continued)

-  Continue the efforts towards obtaining and disseminating with other agencies, criminal intelligence information in an effort to impact multijurisdictional criminal activity and move forward in reducing crime. Meetings with Newton Police Department and Participation in Multi-Disciplinary Team Meetings.
-  Improve the coordination and sharing of information with other divisions within the department to help reduce crime.
 1. Strengthen the exchange of information with the patrol division by attending a minimum of at least 4 shift briefings a year and provide at least two (2) training sessions on a topic related to investigations at a shift briefing.
 2. Provide a monthly activity report to the administration of the department to keep the administration informed of new information related to any high profile cases or other relevant information.
-  Continue to build the data information in the Case Management Access Database software to improve the ability to track and maintain current cases assigned to the Criminal Investigations Division.
-  Continue to involve the community to assist with solving crimes by utilizing the media, the Internet, and other available resources.
-  Conduct a biannual review of all cases to ensure that the cases are being investigated accurately and timely.

Records

-  Keep records up to date in preparation for future DCI audit.
-  Evaluate the Crystal reports in RMS and develop new ones as needed to assist with retrieving information needed for evaluations, monthly reports, open cases, and annual reports.
-  Coordinate all DCI activities including TAC, Validations, and all reports.
-  Ensure incident reports are pulled into RMS with the correct information and notify Admin supervisors about any identified problems/issues.
-  Keep Biased-Based Traffic Stop Reports up to date and properly filed.

